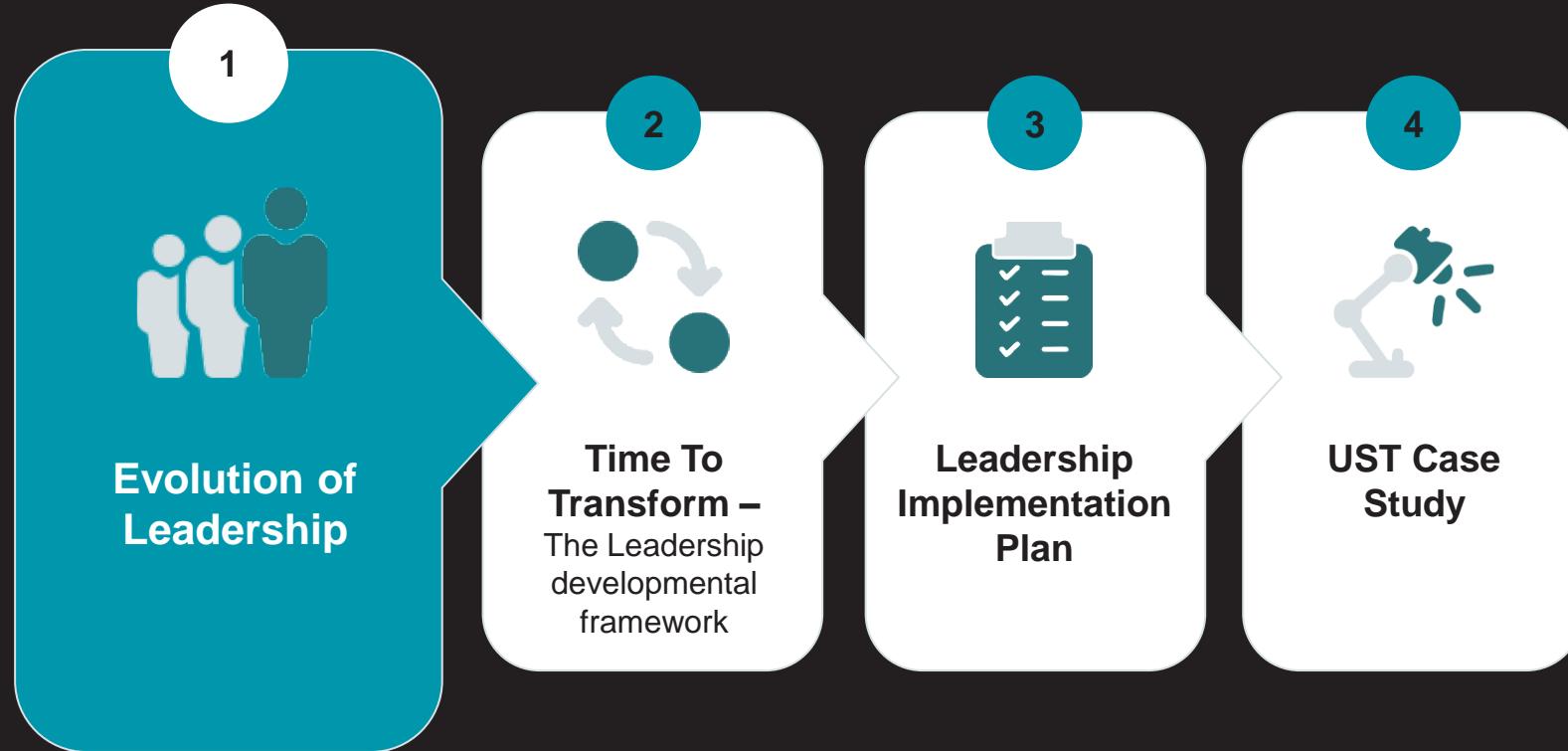


# **Leadership Development in the Age of disruption**

**Time To Transform**

**November, 2024**

# Time To Transform - The call for new leadership



# Imagine yourself as the CEO

Your organization lacks a clear vision, the share price has stagnated, and your competitors are steadily gaining market share.

Internal teams lack motivation, and there is an absence of collaboration within the team.

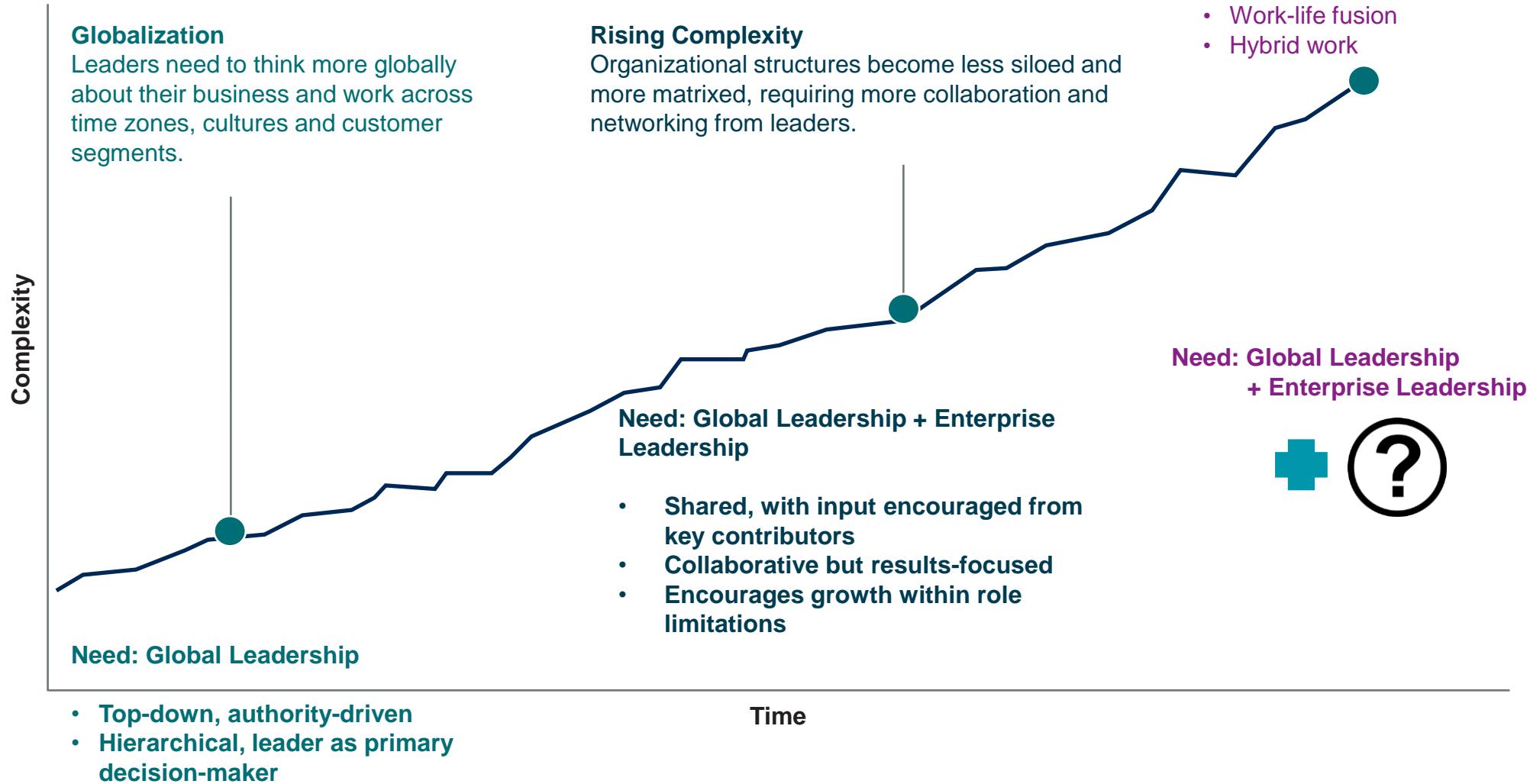
Employees were tired. They were frustrated. Teamwork was being replaced by internal politics.



# With Great Power Comes Great Responsibilities



# Leadership Has Always Evolved



# You don't want to be Microsoft's CEO

**Leadership and Vision Issues-** Share price had stagnated, and future prospects were unclear. Windows operating system cash cow was preventing Microsoft from aggressively entering new markets.



**Employee fatigue:** Employees were tired. They were frustrated. Teamwork was being replaced by internal politics



**Cultural Rigidity:** The company was known for its competitive and internally cutthroat culture, which hindered collaboration and innovation.

# Nadella and his leadership team embraced a generative approach.



**Create Clarity:** New “mobile first, cloud first” vision. The company also made bold bets on the future, such as investments in AI.



**Generate Energy:** Nadella moved to transform Microsoft’s adversarial, competitive culture into one focused on a growth mindset and collaboration.



**Deliver Success :** Nadella focused on growth mindset and driving innovations that people love and are inspired to work on.

# Generative Leadership : The new way of leading



**Head**

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Reinventing business to serve all stakeholders



**Heart**

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Inspiring and enriching the human experience



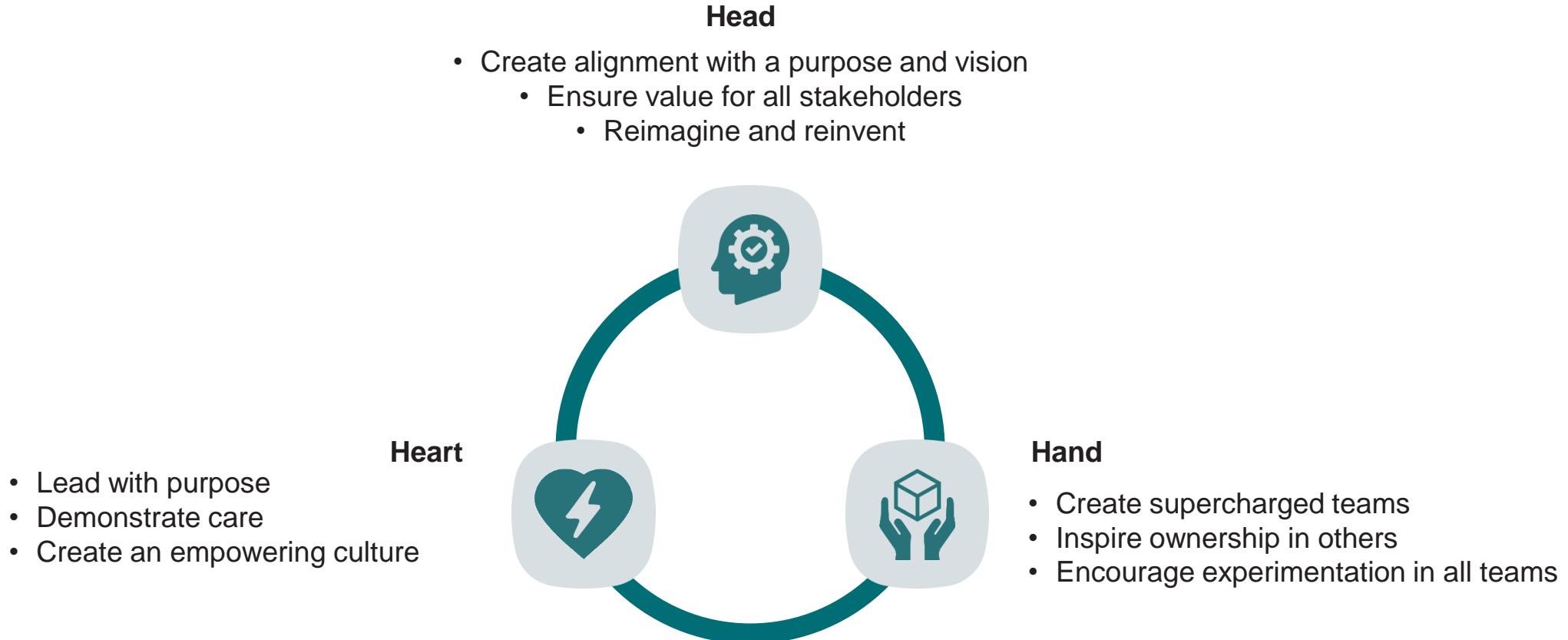
**Hands**

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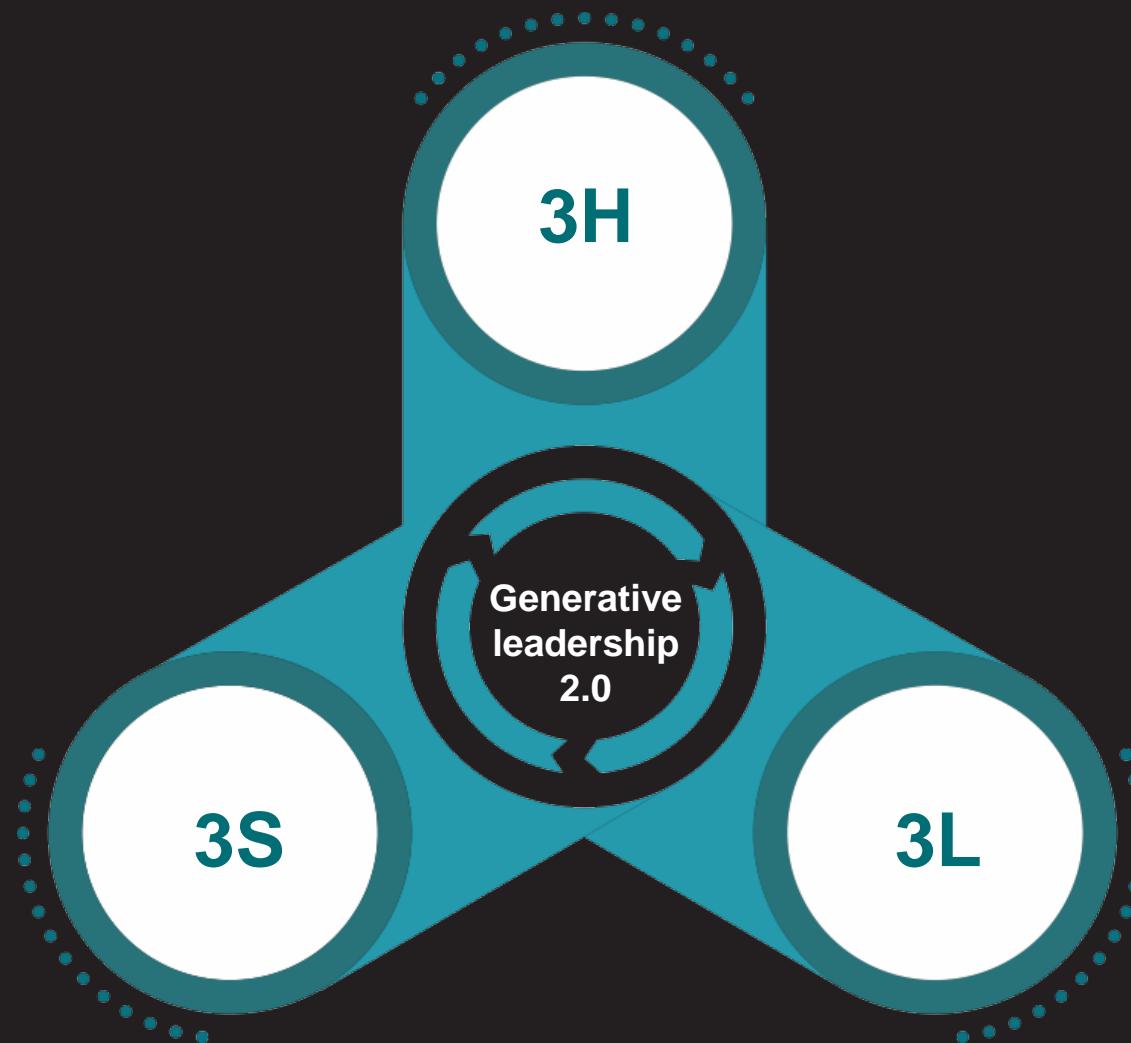
Executing and innovating through supercharged teams

# The Elements of Generative Leadership

**The "3 H" Concept: Head, Heart, and Hands -** The 3 H framework is a holistic model that encapsulates the qualities and competencies leaders need to succeed in the modern era.



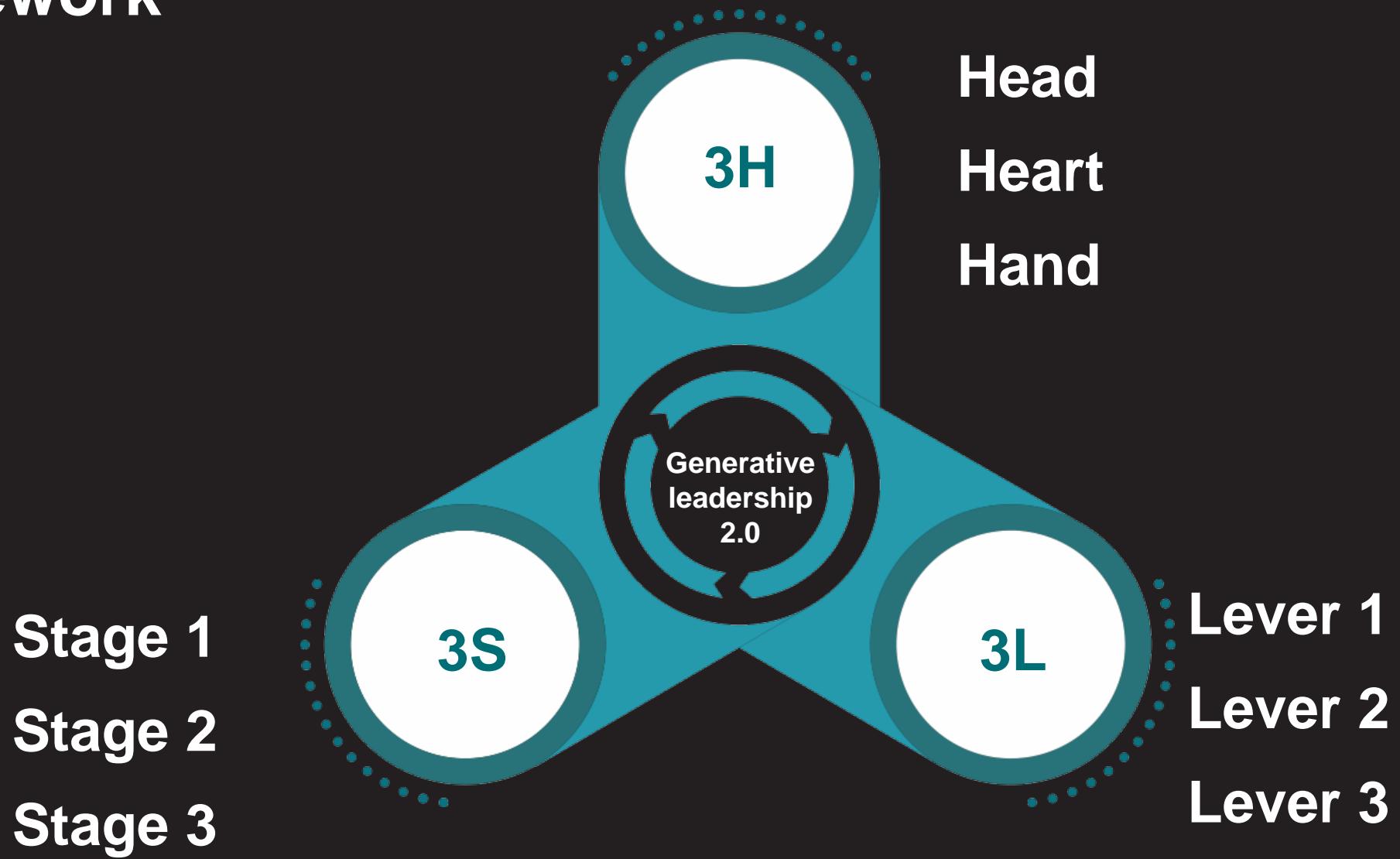
# Time To Transform - The Leadership developmental framework



# Leadership Implementation Plan



# Time To Transform - The Leadership developmental framework



# Leadership Development Framework : 3L



## Lever 1: Current Leaders

The first lever focuses on empowering existing leaders, equipping them to adapt to today's fast-changing environment.



## Lever 2: Future Leaders

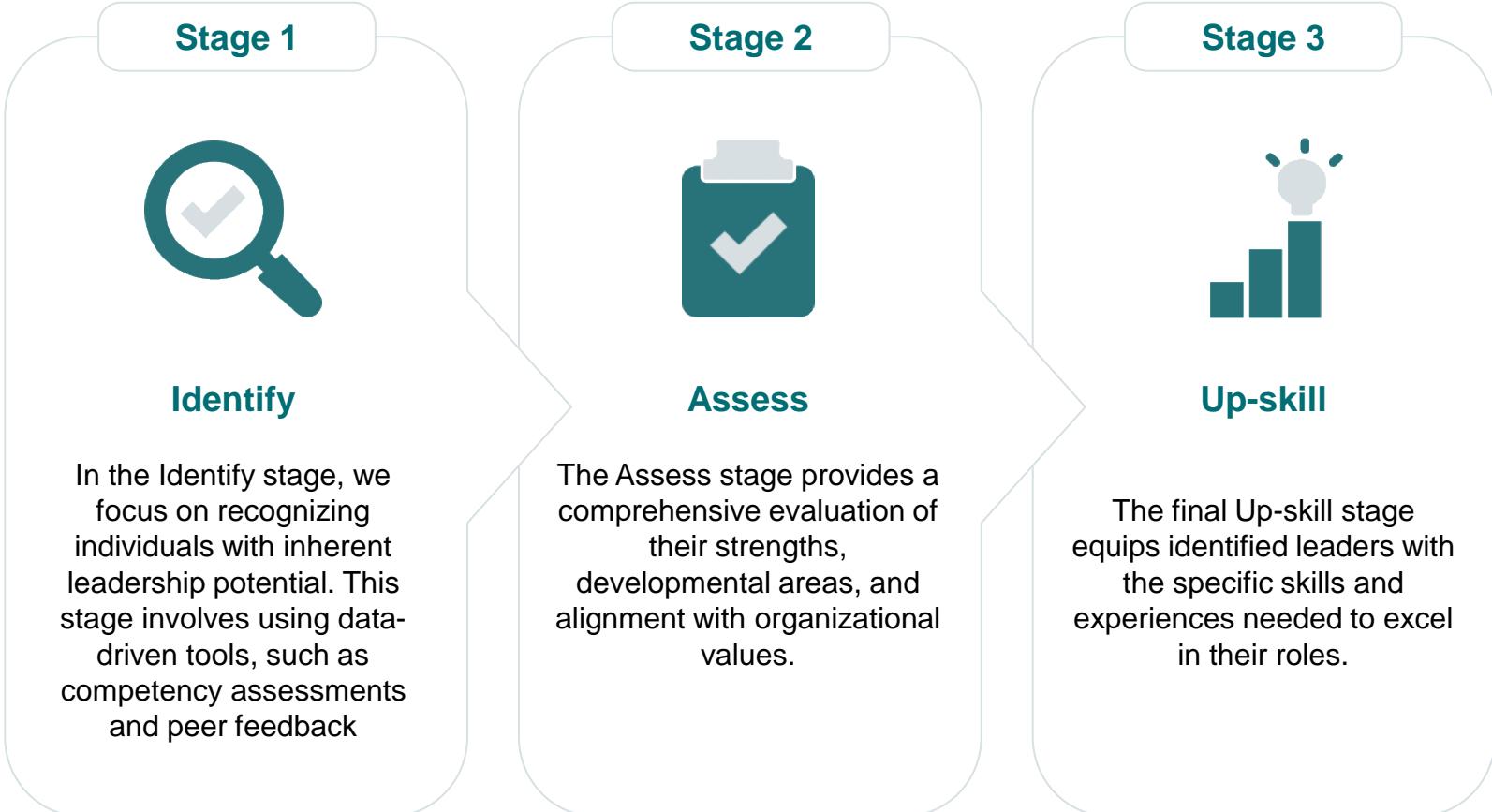
The second lever is centred on identifying and developing high-potential talent within the organization.



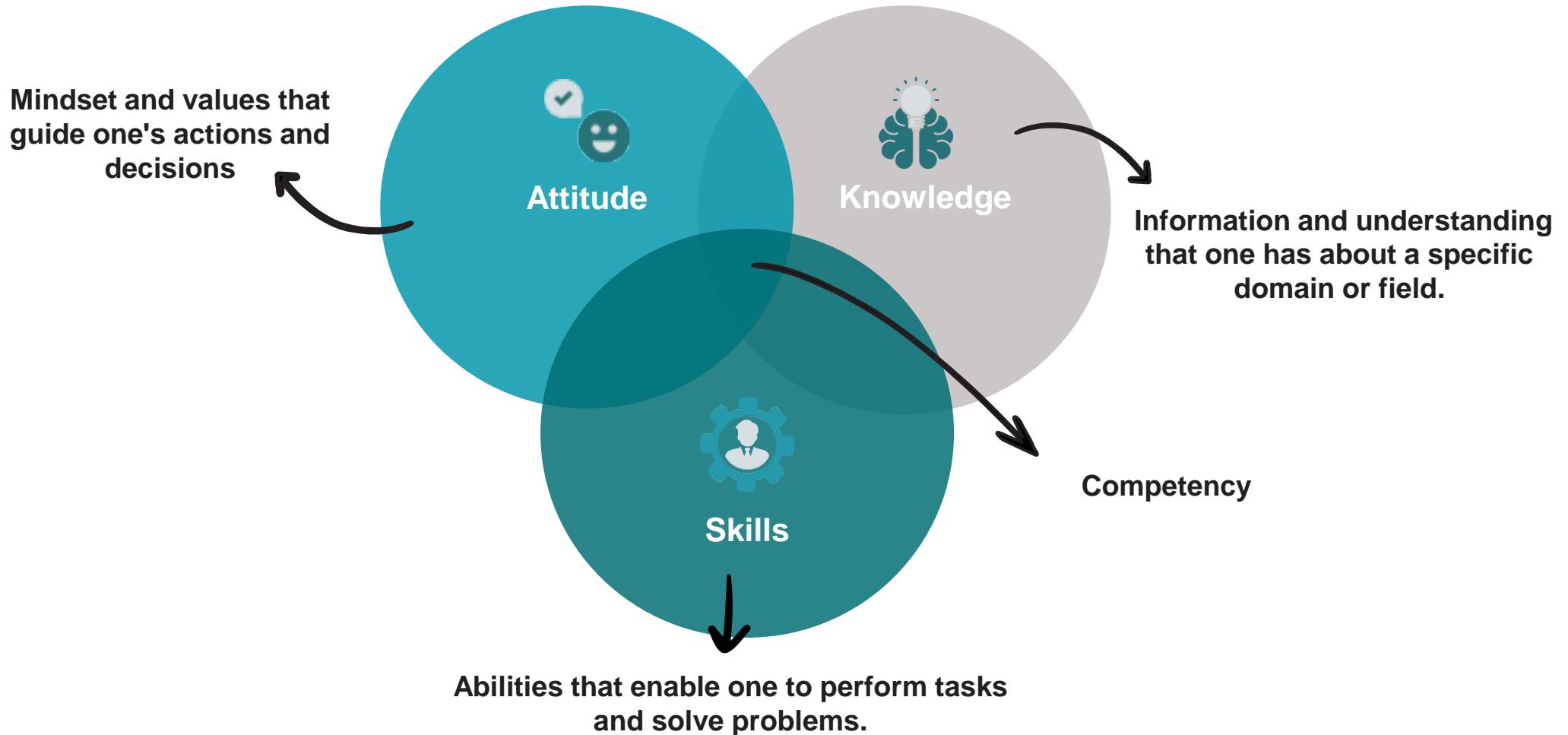
## Lever 3: External Leaders with Fresh Perspectives.

The third lever recognizes that external hires bring fresh ideas and critical expertise that can enrich the organization.

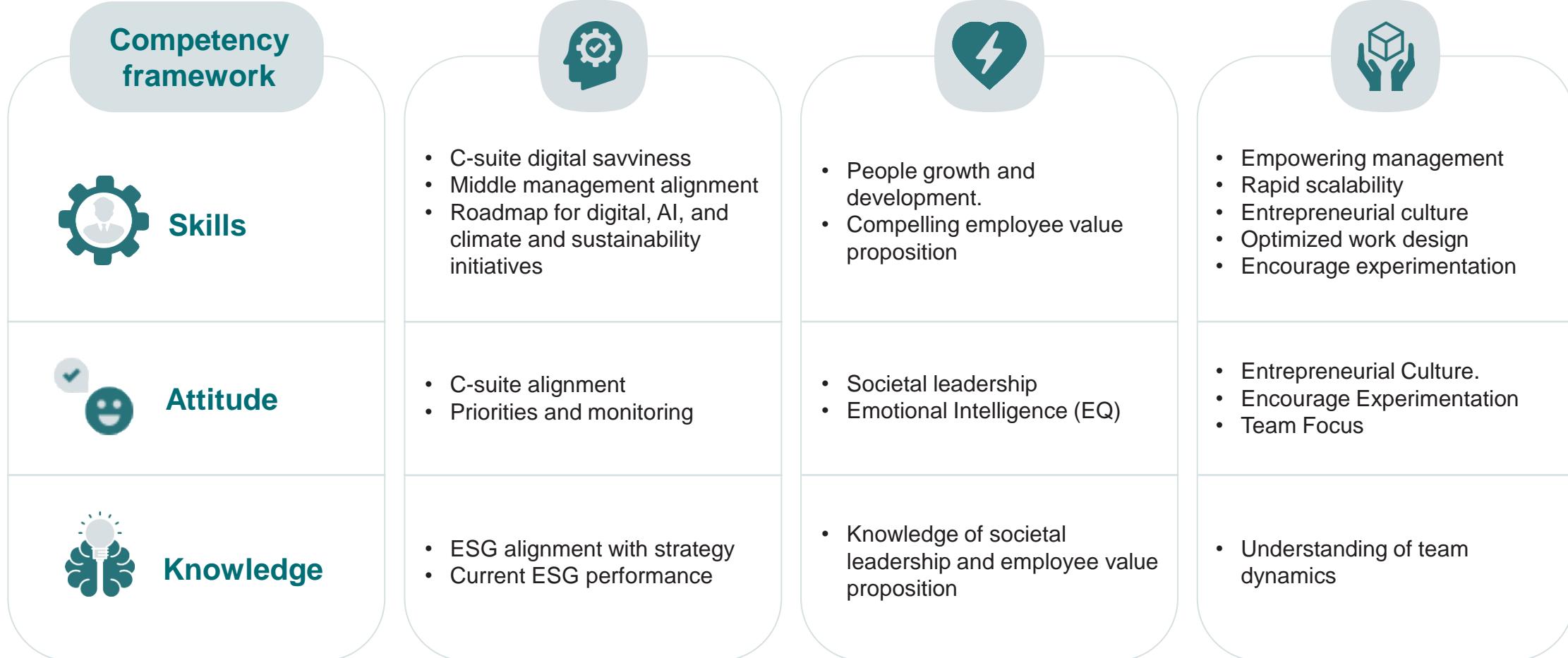
# Leadership Development Framework : 3S



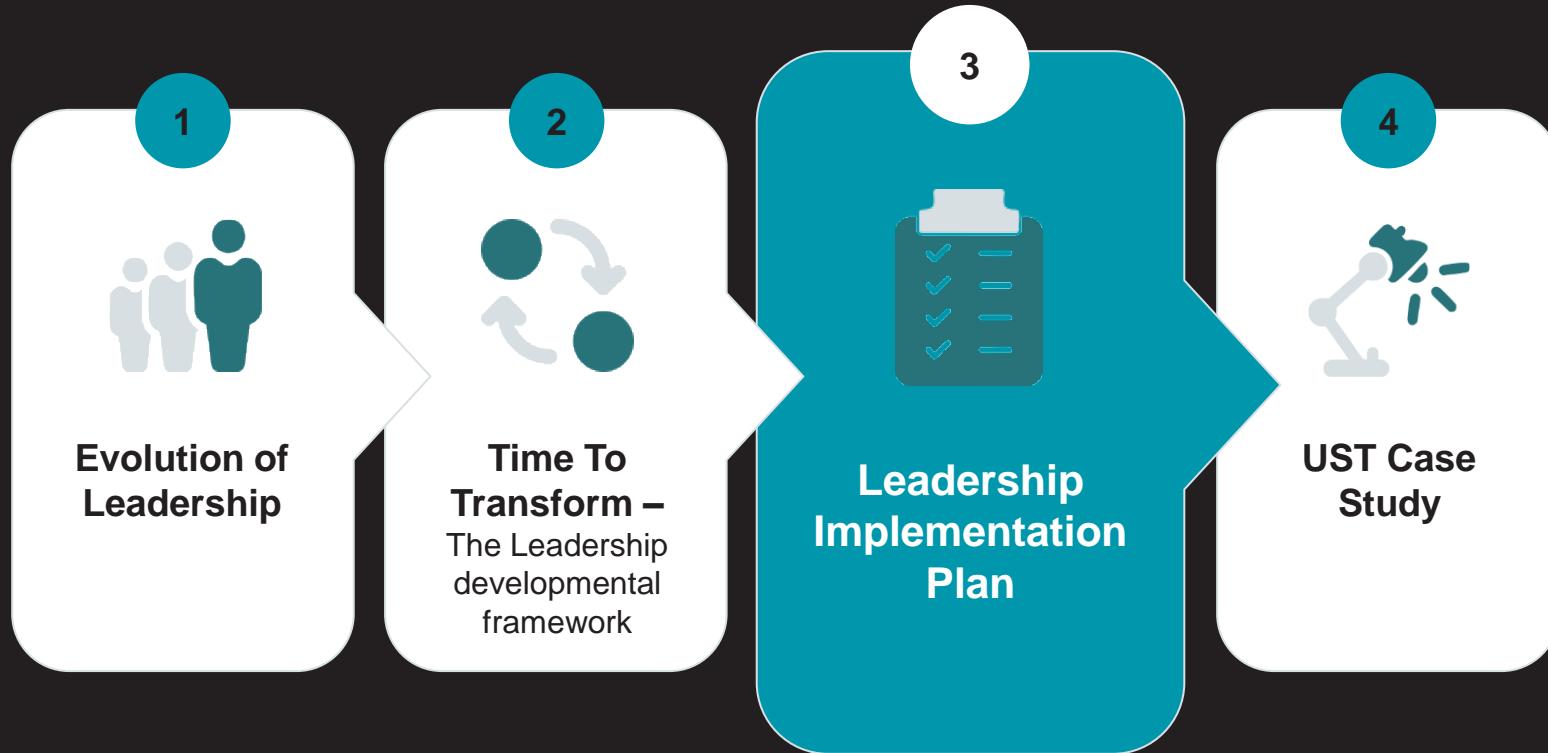
# 3H Competency Development Model



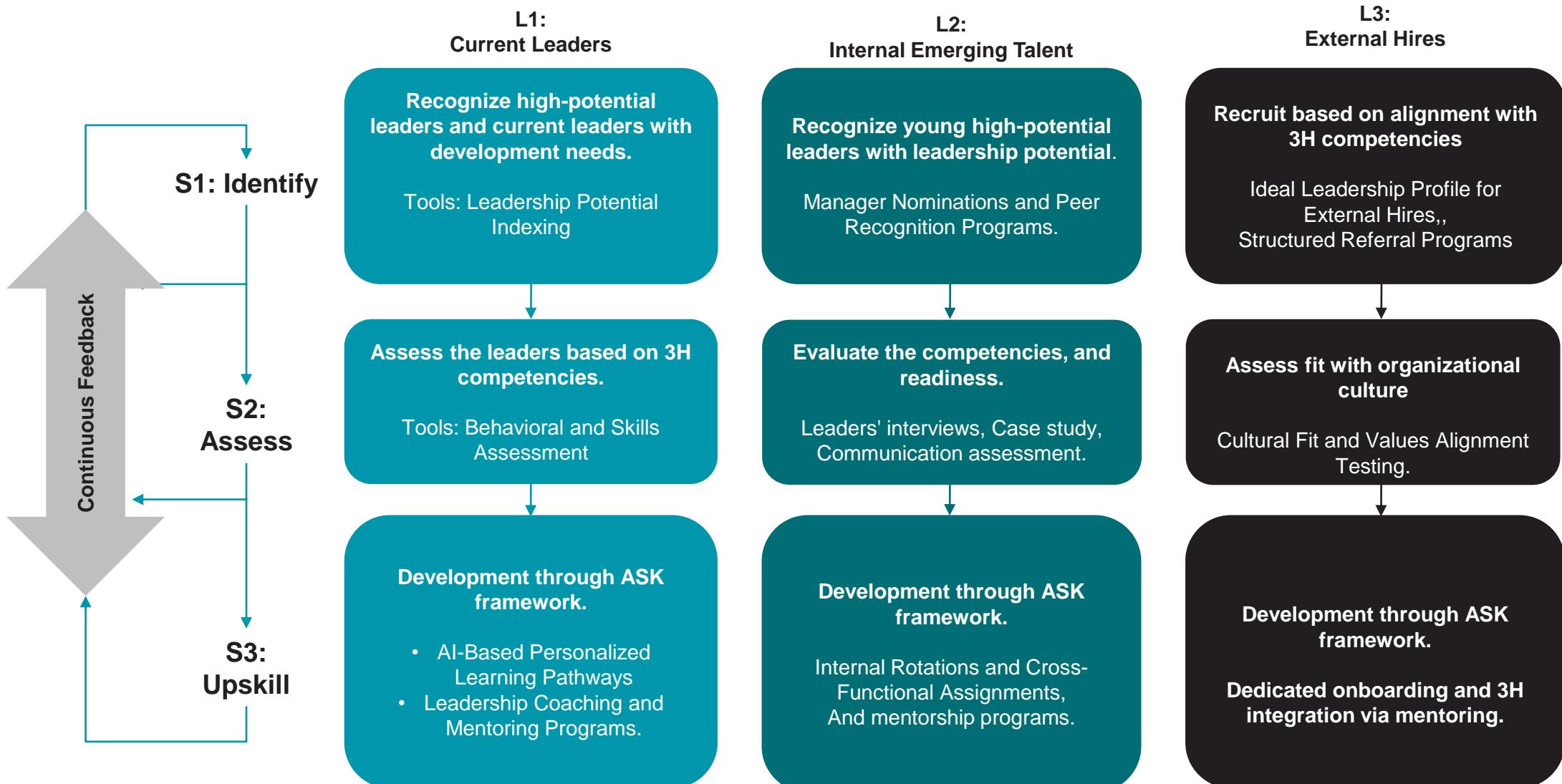
# 3H Competency Development Model



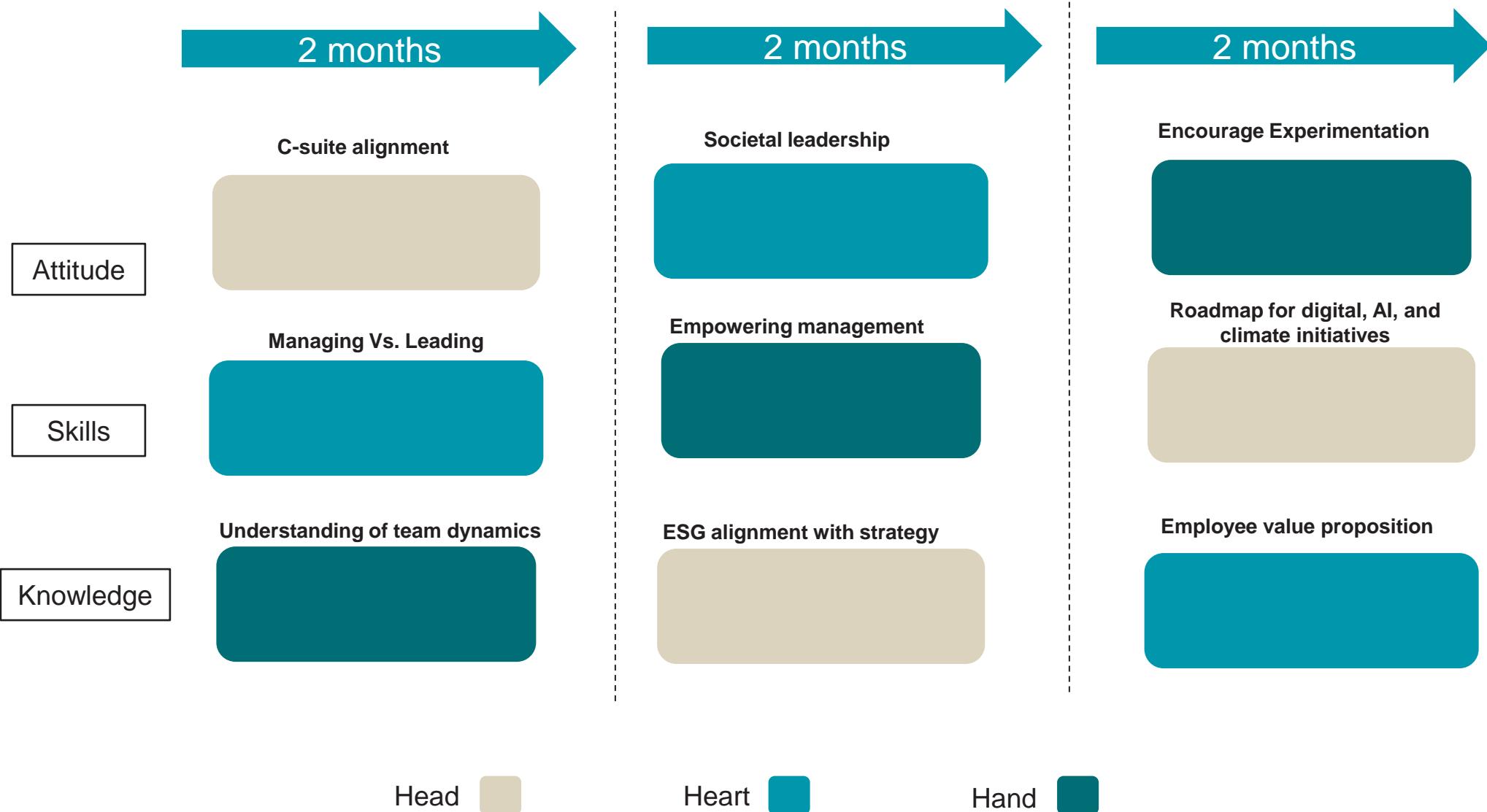
# Leadership Implementation Plan



# Holistic developmental model

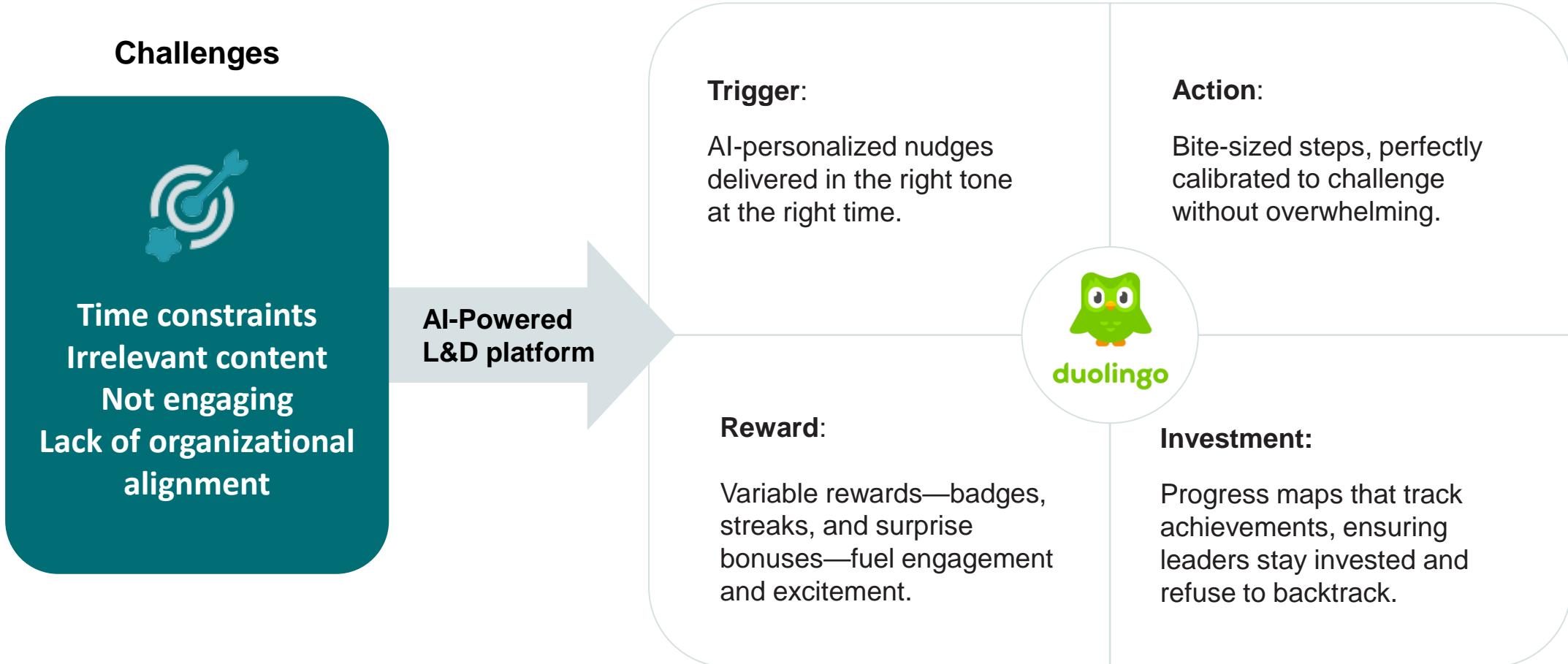


# Execution Plan



# Implementation plan –Technology Integration

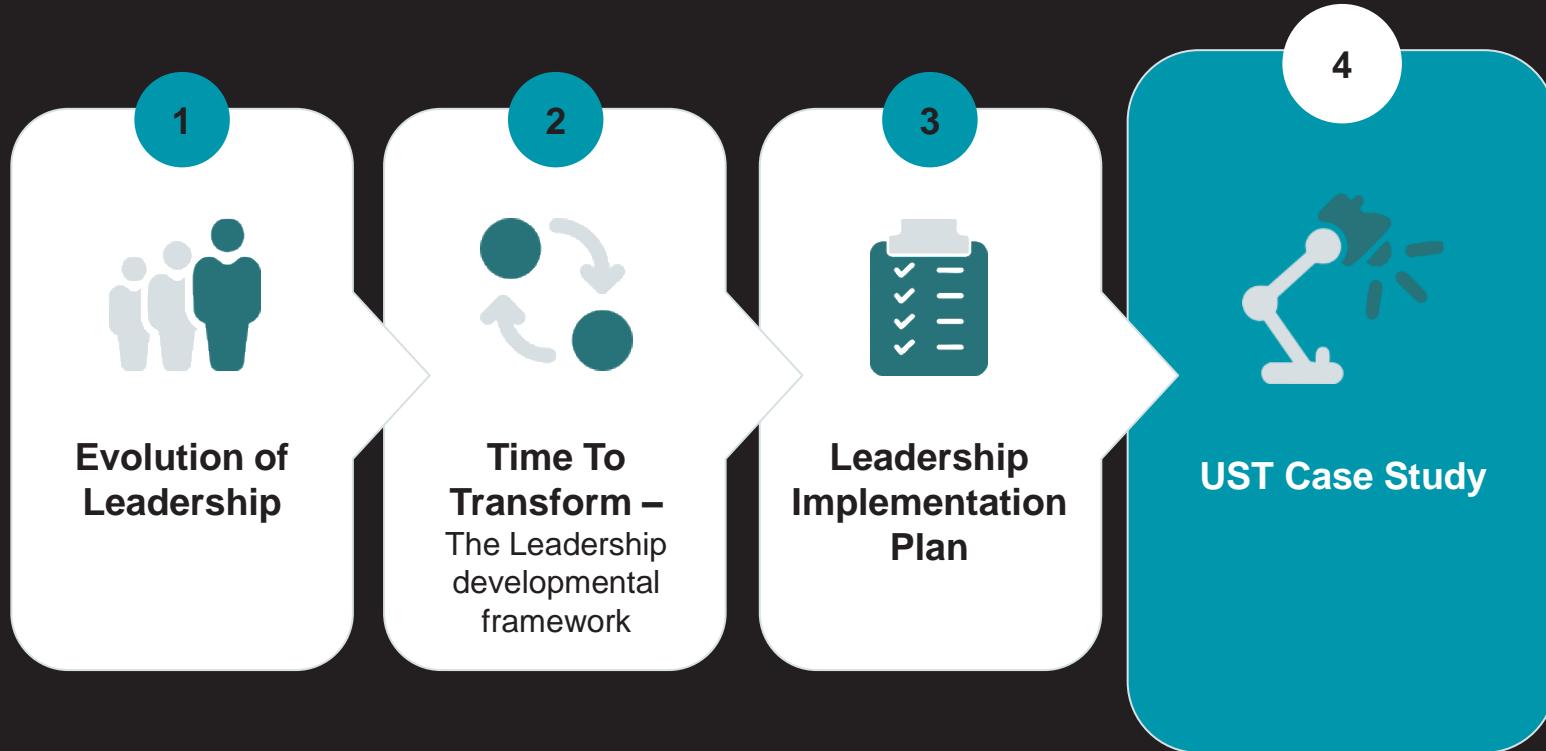
Below given is our proposed solution to make it autonomous and agile, as best practice add-on to perfectly yields personalized plans for leaders of the tomorrow.



# Implementation plan –Technology Integration

Leadership L&D Program	Integration
Implementation stage	<p><b>Upskill - Personalized Learning Pathways:</b> AI avatars can recommend customized training modules based on the assessments, providing targeted learning experiences tailored to each leader's development needs.</p> <p><b>Behavioral Assessments:</b> AI avatars can simulate various leadership scenarios, allowing individuals to respond to different challenges.</p> <p>Interactive Assessments - AI avatars can create immersive assessment environments</p>
Personalized Coaching and Mentorship	AI avatars can act as virtual coaches, providing tailored guidance
Performance and Continuous Feedback	AI avatars can simulate performance review conversations and continuous, <b>gamified feedback system</b> , rewarding progress and reinforcing learning through engaging incentives.

# Leadership Implementation Plan

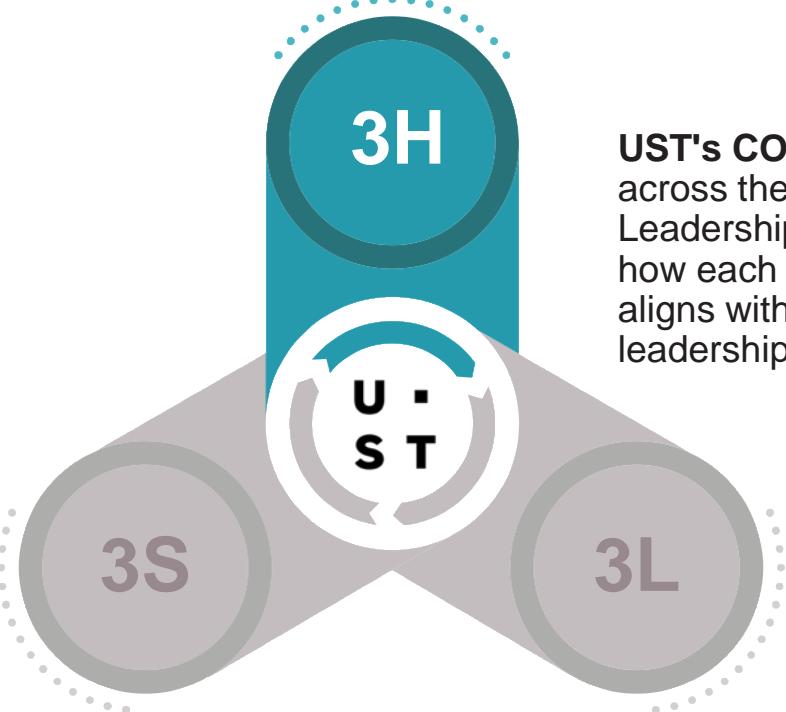


# UST Case study

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# Holistic developmental model at UST

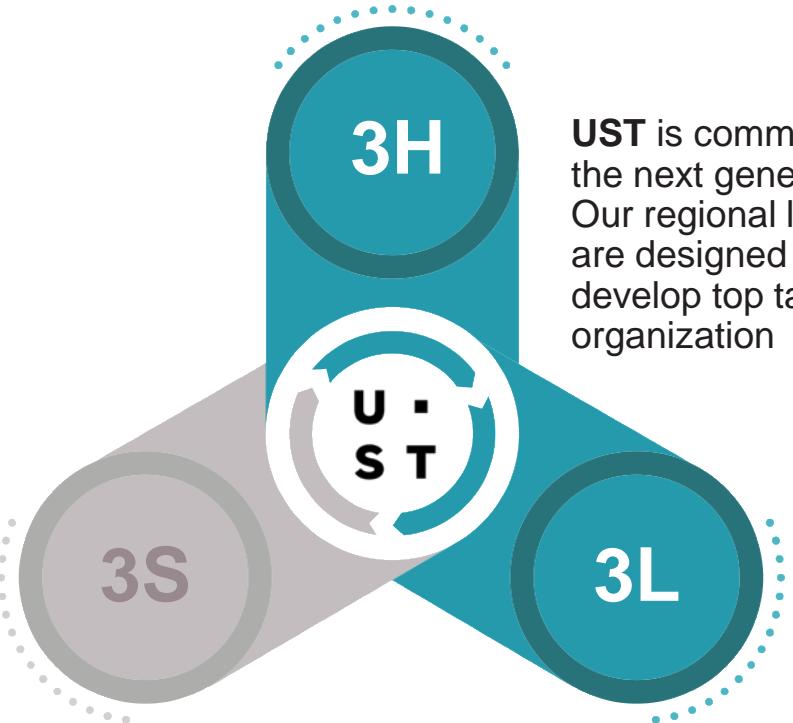


**UST's COLORS Framework** across the 3Hs of the Generative Leadership model showcases how each color-focused initiative aligns with and strengthens leadership competencies of 3H.

## Integration

Colors Framework	
Indigo	Innovation
Quartz	Quality and Speed
Orange	Digital Organization
Purple	People
Gold	Branding
Green	Growth
Rose	Relationship with Society and CSR

# Holistic developmental model at UST



## Integration

3L	Program name	Identification and development
L1: Current leaders	Flux : Navigating the Future with Agility and Purpose	Delivery leaders and executive level leadership program
L1: Future leaders	Trailblazer at UST Trivandrum/NxGen at UST Kochi.	Leadership at the grassroot level giving opportunities to young talents.
L3: External Talent	Networking and cultural immersion program.	Values Alignment onboarding and networking

# Holistic developmental model at UST



**Leadership Development Is Difficult to Scale:**

- Geographical Disparities.
- Diverse Skill Requirements.
- The lack of technology integration.



AI-Powered  
leadership Avatar.

Drivers of Change	Tools
Blend Synchronous and Asynchronous Learning Formats	“Grab and Go” Modules: 10-minute modules that can be completed at leaders’ own pace.
Empower Leaders to Personalize Their Learning Paths	<ul style="list-style-type: none"><li>• Leaders choose their path</li><li>• Managers recommend a path to leaders.</li><li>• Leaders complete a path as a team</li></ul>
Design Modular Content for Continual Improvement	<ul style="list-style-type: none"><li>• Keep It Bite-Sized</li><li>• Leverage Multimedia Elements</li><li>• Ensure Mobile Compatibility</li></ul>

Thank you